

CITY OF MOUNTAIN VIEW
FISCAL YEAR 2003-04—COMPARISON OF BENEFITS BY ASSOCIATION GROUPS*

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT¹</u>
BEREAVEMENT LEAVE	<p>3 consecutive days paid leave for each instance of death of an immediate family member.</p> <p>Immediate family members are described as: spouse, father, mother, sister, brother, children, stepchildren, mother-in-law, father-in-law or grandparents.</p>	<p>3 consecutive calendar days paid leave for each instance of death of an immediate family member (2 shifts for suppression personnel). (See MOU for description.)</p> <p>Immediate family members are described as: spouse, father, mother, sister, brother, children, stepchildren, mother-in-law, father-in-law or grandparents.</p>	<p>3 days (24 hours) paid leave for each instance of death of an immediate family member.</p> <p>One additional day granted if out of state (or in excess of 300-mile radius, one way) travel required.</p> <p>Immediate family members are described as: spouse, father, mother, sister, brother, children, stepchildren, mother-in-law, father-in-law, grandparents or grandchildren.</p>	<p>3 days paid leave for each instance of death of an immediate family member.</p> <p>One additional day granted if out of state (or in excess of 300-mile radius, one way) travel required.</p> <p>Immediate family members are described as: spouse, father, mother, sister, brother, children, stepchildren, mother-in-law, father-in-law, grandparents or grandchildren.</p>	<p>3 days paid leave for each instance of death of an immediate family member.</p> <p>One additional day granted if out of state (or in excess of 300-mile radius, one way) travel required.</p> <p>Includes Hazardous Materials Specialists and AOES—same as SEIU Maintenance.</p> <p>Immediate family members are described as: spouse, son, daughter, brother, sister, mother, father, stepchildren, grandparents, mother-in-law, father-in-law or grandchildren.</p>	<p>3 days paid leave for each instance of death of an immediate family member.</p> <p>One additional day granted if out of state (or in excess of 300-mile radius, one way) travel required.</p> <p>Includes Police and Fire management.</p> <p>Immediate family members are described as: spouse, son, daughter, brother, sister, mother, father, stepchildren, grandparents, mother-in-law, father-in-law or grandchildren.</p>

¹Police Management = Lieutenant and Captain

* This document is an internal City working document and are summaries only.

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CAREER INCENTIVE (SAFETY) and CERTIFICATION RECOGNITION PROGRAM (SEIU)	<p><u>POA (Sworn):</u></p> <p>Intermediate and AA/AS degree: 5.0% of biweekly salary (7/01).</p> <p>Advanced and BA/BS degree: 7.5% of biweekly salary (7/01).</p> <p>Effective 7/1/03 POST Intermediate: \$275/mo. POST Advanced: \$390/mo.</p> <p><u>Nonsworn:</u> N/A</p>	<p>Basic and intermediate incorporated into biweekly salary (\$200/mo. or \$91.99/pp).</p> <p>Advanced certificate holders receive additional \$70 as separate pay. Prorated for biweekly basis (\$32.20) (effective 6/28/98).</p>	<p>\$25/mo. for one certification above minimum class specification requirements.</p> <p>\$50/mo. for 2 or more certification levels above the class specification requirements.</p> <p>\$50/mo. maximum (program approved with 7/1/00 MOU for specified positions)</p>	N/A	<p>Assistant Coordinator of Emergency Services (effective 6/24/01).</p> <p>Basic: \$233/month Intermediate: \$350/month Advanced: \$475/month</p>	<p><u>Police Managers</u> (Lieutenants and Captains):</p> <p>Effective 7/02: Tier 1 = \$420 Tier 2 = \$550 Tier 3 = \$705</p> <p>Effective 7/03: Tier 1 = \$440 Tier 2 = \$590 Tier 3 = \$735</p> <p>Each tier requires completing higher level degree and management- related courses.</p>

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CERTIFICATION RECOGNITION PROGRAM (SEIU) (continued)						<p>Tier 1: POST management. Tier 2: Tier 1 plus one from the list below. Tier 3: Masters plus POST management certificate plus one from the list below.</p> <ul style="list-style-type: none"> • POST Command College FBI National Academy Senior Management Institute for Police (PERF) • West Point Leadership Academy <p>Tier 3 requires requalification every two years—40 hours of outside training courses or three approved college units.</p>

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CAREER INCENTIVE (SAFETY) and CERTIFICATION RECOGNITION PROGRAM (SEIU) (continued)						<u>Fire Mgmt.</u> (shift and nonshift BCs): Basic certification training plus education: \$280 per month (effective 6/23/02); intermediate: \$421 (effective 6/23/02); advanced: maximum compensation \$561 per month (effective 6/23/02).

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COMP TIME ACCRUAL CAPS AND USAGE CAP	<u>Sworn and Nonsworn:</u> 80 hours accrual cap (effective 1/95) Usage Cap: N/A	Deputy Fire Marshal: 80 hours accrual cap (effective 7/1/95) All Others: N/A Usage Cap: N/A	80 hours accrual cap (effective 6/28/98) Usage Cap: 80 hours/year*	<u>PS Dispatchers and Public Safety Dispatchers Lead:</u> 120 hours accrual cap. Maximum annual usage is 120 hours/year.* All Others: 80 hours/year accrual cap (effective 6/28/98). Maximum annual usage is 80 hours/year.*	<u>All Others:</u> 80 hour accrual cap (effective 7/01). Maximum annual usage of 80 hours/year.* <u>Assistant Coordinator of Emergency Services</u> and <u>HazMat Specialist:</u> 80 hours accrual cap (effective 7/96) and 80 hours usage cap (effec- tive 7/02).	N/A

* Requests to use comp time in excess of caps may be approved by City, or City may pay as if employee had originally selected pay rather than PTO.

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COMP TIME CASHOUT	<p><u>Sworn:</u> Cashout up to 80 hours. (effective 7/02)</p> <p><u>Nonsworn:</u> Comp time cashout up to 80 hours. (effective 7/1/01)</p>	N/A	Comp time cash-out once per year: Max = 40 hours. (effective 7/95)	Comp time cash-out once per year: Max = 40 hours (effective 7/95).	<p>Comp time cash-out once per year: Max = 40 hours. (effective 7/01)</p> <p>Includes AOES Coordinator and Hazardous Materials Specialists (effective 7/02).</p>	N/A
DEFERRED COMPENSATION	<p><u>Sworn:</u> Can enroll in Deferred Compensation.</p> <p><u>Nonsworn:</u> Can enroll in Deferred Compensation. Three-year vesting period applies to those hired prior to elimination of matching contributions (FT and PPT). Matching contributions eliminated 6/29/97.</p>	Can enroll in Deferred Compensation.	Can enroll in Deferred Compensation. Three-year vesting period applies to those hired prior to elimination of matching contributions (FT and PPT). Matching contributions eliminated 6/29/97.	Can enroll in Deferred Compensation. Three-year vesting period applies to those hired prior to elimination of matching contributions (FT and PPT). Matching contributions eliminated 6/29/97.	Can enroll in Deferred Compensation. Three-year vesting period applies to those hired prior to elimination of matching contributions (FT and PPT). Matching contributions eliminated 6/29/97.	Can enroll in Deferred Compensation. Three-year vesting period applies to those hired prior to elimination of matching contributions (FT and PPT). Matching contributions eliminated 6/29/97.

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DENTAL INSURANCE PROGRAM Pro Dent (Rates effective 8/1/2003)	Coverage max.: \$1,500/person/ year. City pays maximum monthly portion of premium of \$173.33/month. Fully paid single coverage for part- time employees. Employee pays 15% of total premium (\$30.59 for family; \$21.80 for two-party). Total dental premium is \$203.92.	Coverage max.: \$1,500/person/ year. City pays maximum monthly portion of premium of \$178.66/month. Fully paid single coverage for part- time employees. Employee pays 20.0% of difference between single and dependant coverage (\$25.26 for family; \$13.54 for two- party). Total dental premium is \$203.92.	Coverage max.: \$1,500/person/ year. City pays maximum monthly portion of premium of \$178.66/month. Fully paid single coverage for part- time employees. Employee (including perm. part-time) pays 20.0% of difference between single and dependent coverage (\$25.26 for family; \$13.54 for two-party). Total dental premium is \$203.92.	Coverage max.: \$1,500/person/ year. City pays maximum monthly portion of premium of \$178.66/month. Fully paid single coverage for part- time employees. Employee (including perm. part-time) pays 20.0% of difference between single and dependant coverage (\$25.26 for family; \$13.54 for two-party). Total dental premium is \$203.92.	Coverage max.: \$1,500/person/ year. City pays maximum monthly portion of premium of \$188.76/month. Fully paid single coverage for part- time employees. Employee (including perm. part-time) pays 12.0% of difference between single and dependent premium (\$15.16 for family; \$8.13 for two-party). (Includes HazMat Specialist and Assistant OES Coordinator) Total dental premium is \$203.92.	Coverage max.: \$1,500/person/ year. City pays maximum monthly portion of premium of \$188.76/month. Fully paid single coverage for part- time employees. Employee (including perm. part-time) pays 12.0% of difference between single and dependent premium (\$15.16 for family; \$8.13 for two-party) Total dental premium is \$203.92.
DOMESTIC PARTNER BENEFITS	N/A	Yes	Yes	Yes	Yes	Yes

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<p>EMPLOYEE ASSISTANCE PROGRAM</p> <p>(Pacific Care)</p> <p>(UNUM—LTD Carrier—also has employee assistance included in LTD contract)</p>	<p>5 visits/year/ family member, then \$25 per individual for 6-20 visits; \$40 for 21-30 visits; City pays \$8.20 per employee/mo. (effective 8/1/03).</p> <p>Full coverage for permanent part-time employees.</p>	<p>5 visits/year per family member, then \$25 per individual for 6-20 visits; \$40 for 21-30 visits; City pays \$8.20 per employee/mo. (effective 8/1/03).</p> <p>Full coverage for permanent part-time employees.</p>	<p>5 visits/year per family member, then \$25 per individual for 6-20 visits; \$40 for 21-30 visits; City pays \$8.20 per employee/mo. (effective 8/1/03).</p> <p>24-hour Life Balance professional advice. (See UNUM LTD policy.)</p> <p>Full coverage for permanent part-time employees.</p>	<p>5 visits/year per family member, then \$25 per individual for 6-20 visits; \$40 for 21-30 visits; City pays \$8.20 per employee/mo. (effective 8/1/03).</p> <p>24-hour Life Balance professional advice. (See UNUM LTD policy.)</p> <p>Full coverage for permanent part-time employees.</p>	<p>5 visits/year per family member, then \$25 per individual for 6-20 visits; \$40 for 21-30 visits; City pays \$8.20 per employee/mo. (effective 8/1/03).</p> <p>24-hour Life Balance professional advice. (See UNUM LTD policy.)</p> <p>Full coverage for permanent part-time employees.</p> <p>Includes Hazardous Materials Specialist and AOES Coordinator.</p>	<p>5 visits/year per family member, then \$25 per individual for 6-20 visits; \$40 for 21-30 visits; City pays \$8.20 per employee/mo. (effective 8/1/03).</p> <p>24-hour Life Balance professional advice. (See UNUM LTD policy.)</p> <p>Full coverage for permanent part-time employees.</p>

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FLEXIBLE BENEFIT PLAN	Employee may elect pretax deductions for insurance premium contribution, dependent care assistance plan and medical expense reimbursement plan (\$1,000 max medical reimbursement) (effective 5/1/2000).	Employee may elect pretax deductions for insurance premium contribution, dependent care assistance plan and medical expense reimbursement plan (\$1,000 max medical reimbursement) (effective 1/1/99).	Employee may elect pretax deductions for insurance premium contribution, dependent care assistance plan and medical expense reimbursement plan (\$1,000 max medical reimbursement) (effective 7/1/98). Effective 1/1/04, \$2,000 maximum medical reimbursement.	Employee may elect pretax deductions for insurance premium contribution, dependent care assistance plan and medical expense reimbursement plan (\$1,000 max medical reimbursement) (effective 7/1/95). Effective 1/1/04, \$2,000 maximum medical reimbursement.	Employee may elect pretax deductions for insurance premium contribution, dependent care assistance plan and medical expense reimbursement plan (\$2,000 max effective 1/1/02). Hazardous Materials Specialist and AOES Coordinator (\$1,000 max). (plan implemented 7/1/95)	<u>Other Management:</u> Employee may elect pretax deductions for insurance premium contribution, dependent care assistance plan and medical expense reimbursement plan (\$2,000 max effective 1/1/02). Also applies to department heads, including Police Chief and Fire Chief. Includes Police and Fire Management (\$1,000 max medical expense reimbursement effective 7/1/95).

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FLOATING HOLIDAY	<p><u>Sworn:</u> N/A</p> <p><u>Nonsworn:</u> 8-hour floating holiday (effective 7/01). Does not accumulate from year to year.</p>	24 hours for suppression and 10 or 8 for DFM, TO, FPO depending on schedule (effective 1/1/99).	8-hour floating holiday. Prorated for permanent part-time employees (effective 6/28/98). Does not accumulate from year to year.	<p>Same as SEIU, Maintenance.</p> <p>Does not accumulate from year to year.</p>	8-hour floating holiday. Prorated for permanent part-time employees (effective 7/1/97); Hazardous Materials Specialists and AOES (effective 6/29/99). Does not accumulate from year to year.	8-hour floating holiday. Prorated for permanent part-time employees (effective 7/1/97). Not including Police managers. Fire managers are eligible effective 1/1/2000. Shift Fire Managers are eligible for 24-hour floating holiday (adopted 6/29/99) effective 1/1/2000. Police Chief and Fire Chief are included. Does not accumulate from year to year.

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HEALTH INSURANCE HealthNet HMO HealthNet PPO HealthNet POS* Kaiser (Rates effective 8/1/03) *For employees living out of HealthNet service area in California, there is an out-of-state HealthNet PPO. For employees living out of California, they must enroll in PPO out-of-state.	<u>Sworn/Nonsworn:</u> Effective 8/1/03, City pays up to a maximum of \$1,091.15 monthly premium. HMO Plans: Effective 4/2/00, employee contributes 10.0% of difference between HMO single and dependent coverage.	Effective 8/1/03, City pays up to a maximum of \$1,091.15 monthly premium. (Not eligible for medical in-lieu.) HMO Plans: Employees contribute 10.0% of difference between single and dependent coverage. (effective 8/1/01)	Effective 8/1/03, City pays up to a maximum of \$1,091.15 monthly premium. (Not eligible for medical in-lieu.) HMO Plans: Effective 8/1/02, employees contribute 10.0% of the difference between single and dependent coverage. (Effective 10/1/02, there are two HMO plans (Kaiser and HealthNet)	Effective 8/1/03, City pays up to a maximum of \$1,091.15 monthly premium. (Not eligible for medical in-lieu.) HMO Plans: Effective 8/1/02, employees contribute percentage of difference between single and dependent coverage as follows: HMO Plans: Low 10.0% Middle 10.0% High 10.0% (Effective 10/1/02, there are two HMO plans (Kaiser and HealthNet)	Effective 8/1/03, City pays up to a maximum of \$1,091.15 monthly premium. PPT employees are eligible for fully paid single coverage. \$76.05 medical-in-lieu pay if employed prior to July 1, 1984. ² PPT employees not eligible. HMO Plans: Employees contribute as follows: HMO—10.0% of the difference between single and dependent premium. (effective 8/1/01)	Effective 8/1/03, City pays up to a maximum of \$1,091.15 monthly premium. PPT employees are eligible for single coverage. \$76.05 medical-in-lieu pay if employed prior to July 1, 1984 (includes Fire/Police management). PPT employees not eligible. HMO Plans: Employees contribute as follows: HMO—10.0% of the difference between single and dependent premium.

²If an employee ever becomes ineligible (i.e., adds a dependent) they have permanently lost eligibility (7/1/90).

* Effective October 1, 2002, the City cancelled its Lifeguard contract. Employees and retirees on Lifeguard switched to either HealthNet HMO, POS plan, PPO plan or Kaiser plan.

** FlexNet in California is being phased out. Employees/retirees in California can no longer enroll in FlexNet since there is now a HealthNet PPO. Only those retirees who are Medicare-eligible out-of-state can enroll in FlexNet COB (Medicare-coordinated plan).

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HEALTH INSURANCE (continued)	<p><u>Sworn/Nonsworn:</u> Effective with August 2000 non-HMO coverage, employee contributes 40.0% of the difference between the non-HMO selected and the average HMO premiums, plus the 10.0% difference between single and dependent premium.</p> <p><u>Nonsworn:</u> Eligible for medical in lieu.²</p>	Non-HMO: Employees contribute 10.0% of difference between single and dependent coverage plus 40.0% of difference between average of HMO premiums at the level selected and the non-HMO premium selected. (effective 8/1/02)	Non-HMO plans: 10.0% of difference between single and dependent premium plus 40.0% of the difference between the non-HMO selected and the average HMO premiums at the level selected.	Non-HMO plans: 10.0% of difference between single and dependent premium plus 40.0% of the difference between the non-HMO selected and the average HMO premiums at the level selected.	<p>Non-HMO plans— 10.0% of difference between single and dependent premium plus 40.0% of the difference between the non-HMO selected and the average HMO premiums at the level selected. (effective 8/1/01).</p> <p>Enhanced vision with Medical Eye Services. (Includes HazMat Specialist and Asst. OES Coordinator) (effective 3/1/01).</p> <p>Effective 8/1/03, unrepresented employees on Kaiser coverage returned to Kaiser vision.</p>	<p>Non-HMO plans— 10.0% of difference between single and dependent premium plus 40.0% of the difference between the non-HMO selected and the average HMO premiums at the level selected. (effective 8/1/01).</p> <p>Enhanced vision with Medical Eye Services. (effective 3/1/01)</p> <p>Effective 8/1/03, unrepresented employees on Kaiser coverage returned to Kaiser vision.</p>

²If an employee ever becomes ineligible (i.e., adds a dependent) they have permanently lost eligibility (7/1/90).

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HOLIDAY IN-LIEU	<p><u>Sworn:</u> 5.5% (effective 1/97)</p> <p><u>Nonsworn Holiday Pay:</u> Holidays on normally scheduled days: Employee receives additional 8 hours pay (or comp. time) for holidays worked. 10-hour shift scheduled off will be paid 8 hours straight time and must use 2 hours vacation or comp time.</p> <p>Holidays on scheduled days off: Employee receives 8 hours straight pay or comp time.</p>	<p><u>Suppression (Includes Firefighter, Fire Engineer, Fire Captain, including HazMat)</u> <u>Suppression:</u> 5.0% per pay period effective 7/13/97.</p> <p><u>Fire Prevention (Includes Deputy Fire Marshal and Fire Prevention Officer):</u> 5.0% with 4 holidays, or 11 holidays with no holiday in-lieu pay effective 6/28/98.</p>	N/A	<u>Dispatchers and Lead Dispatchers:</u> 5.0% (effective 6/28/98)	N/A	<p><u>Shift BCs:</u> Receive 5.0% effective 6/28/98 (changed from pay in lieu of holiday to holiday in lieu).</p> <p><u>Police Shift Lieutenant:</u> 5.5% effective 6/28/99). (Changed from Pay in-lieu of holiday.) Nonshift Police management is eligible. (effective 3/18/01)</p>
HOUSING ASSISTANCE	N/A	N/A	N/A	N/A	N/A	<p><u>Council Appointees and Department Heads:</u> \$600K home loan (see policy for other variables).</p>

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LIFE INSURANCE AND AD&D (Standard Life)	<p>Life: <u>Sworn:</u> Choice of \$50,000 or five times annual salary not to exceed \$600,000. (effective 8/1/01)</p> <p><u>Nonsworn:</u> Choice of five times annual salary or \$50,000 (not to exceed \$600,000).</p> <p>City-paid premium: Life-\$.16/\$1K AD&D-\$.04/\$1K Total-\$.20/\$1K (effective 8/1/98)</p> <p>Monthly maximum premium is \$120. City pays \$0.20 per \$1,000 of monthly payroll.</p>	<p>Life: Choice of \$50,000 or five times annual salary, not to exceed \$600,000. (Effective 11/1/98 for suppression and prevention.) Includes AD&D.</p> <p>AD&D: \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy).</p> <p>City-paid premium: Life-\$.16/\$1K AD&D-\$.04/\$1K Total-\$.20/\$1K (effective 8/1/98)</p> <p>Monthly maximum premium is \$120. City pays \$0.20 per \$1,000 of monthly payroll.</p>	<p>Life: Choice of \$50,000 or five times annual salary not to exceed \$600,000. Includes AD&D.</p> <p>AD&D: \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy).</p> <p>City-paid premium: Life-\$.16/\$1K AD&D-\$.04/\$1K Total-\$.20/\$1K (effective 8/1/98)</p> <p>Monthly maximum premium is \$120. City pays \$0.20 per \$1,000 of monthly payroll.</p>	<p>Life: Choice of \$50,000 or five times annual salary not to exceed \$600,000.</p> <p>AD&D: \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy).</p> <p>Life-\$.16/\$1K AD&D-\$.04/\$1K Total-\$.20/\$1K (effective 8/1/98)</p> <p>Monthly maximum premium is \$120. City pays \$0.20 per \$1,000 of monthly payroll.</p>	<p>Life: Choice of \$50,000 or five times annual salary not to exceed \$600,000.</p> <p>AD&D: \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy).</p> <p>Includes HazMat Specialists and AOES Coordinator.</p> <p>AD&D: \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy).</p> <p><u>Council:</u> Must be enrolled at \$50,000.</p> <p>Life-\$.16/\$1K AD&D-\$.04/\$1K Total-\$.20/\$1K (effective 8/1/98)</p>	<p>Life: Choice of \$50,000 or five times annual salary not to exceed \$600,000.</p> <p>AD&D: \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy).</p> <p>Includes Police and Fire management (including Fire Marshal).</p> <p>Life-\$.16/\$1K AD&D-\$.04/\$1K Total-\$.20/\$1K (effective 8/1/98)</p> <p>Monthly maximum premium is \$120. City pays \$0.20 per \$1,000 of monthly payroll.</p>

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LIFE INSURANCE AND AD&D (Standard Life) (continued)					Monthly maximum premium is \$120. City pays \$0.20 per \$1,000 of monthly payroll.	
LONG-TERM DISABILITY (UNUM)	<p>Effective May 2000, POA and NPOA purchased a separate policy with a vendor selected by the POA.</p> <p>Employees pay \$19.50 per month via payroll deduction and money is forwarded to union.</p> <p>\$19.50 per month was converted to salary (1.06%).</p>	<p>Separate carrier selected by MVFF. City pays \$18/month/safety employee to union.</p> <p>City pays \$7.50 LTD in-lieu biweekly to employee.</p>	<p><u>Work-Related and Nonwork-Related:</u> 66-2/3% of monthly salary following 60-day waiting period from last day of work. Maximum benefit of \$5,000/month. Monthly maximum premium is \$63.75. City pays \$0.85 per \$100.00 of monthly payroll for this benefit. (effective 7/1/02) (no rate change for 2003)</p>	<p><u>Work-Related and Nonwork-Related:</u> 66-2/3% of monthly salary following 60-day waiting period from last day of work. Maximum benefit of \$5,000/month. Monthly maximum premium is \$63.75. City pays \$0.85 per \$100.00 of monthly payroll for this benefit. (effective 7/1/02) (no rate change for 2003)</p>	<p><u>Work-Related and Nonwork-Related:</u> 66-2/3% of monthly salary following 60-day waiting period from last day of work. Maximum benefit of \$5,000/month. Monthly maximum premium is \$63.75. City pays \$0.85 per \$100.00 of monthly payroll for this benefit. (effective 7/1/02) (no rate change for 2003)</p>	<p><u>Work-Related and Nonwork-Related:</u> 66-2/3% of monthly salary following 60-day waiting period from last day of work. Maximum benefit of \$5,000/month. Monthly maximum premium is \$63.75. City pays \$0.85 per \$100.00 of monthly payroll for this benefit. (effective 7/1/02) (no rate change for 2003)</p>

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
LONG-TERM DISABILITY (UNUM) (continued)			Effective 8/1/03— Long-term disability plan also applies to work- related disabilities, consistent with other City employees.	Effective 8/1/03— Long-term disability plan also applies to work- related disabilities, consistent with other City employees.	Includes Hazardous Materials Specialist and AOES Coordinator. Coverage prorated for permanent part-time employees. Effective 8/1/03— Long-term disability plan also applies to work- related disabilities, consistent with other City employees.	Includes Fire management and Police management.

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
MANAGEMENT DEVELOPMENT FUNDS	N/A	N/A	\$300 annually for professional employees' eligible classifications	\$300 annually for professional employees' eligible classifications	<p>\$300 for Profes- sional Employee Plan. (effective 7/11/95)</p> <p>Prorated for permanent part- time employees.</p> <p>Includes Hazardous Materials Specialist and AOES Coordinator.</p>	<p>\$500 annually for Management employees.</p> <p>Prorated for permanent part- time employees.</p>

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
MANAGEMENT LEAVE	N/A	N/A	N/A	N/A	N/A	<p>All full-time management employees, including nonshift BCs, receive 10 days leave/fiscal year (effective 7/93, City Manager receives 15 days).</p> <p>Shift BCs receive 120 hours per year.</p> <p>Employee can elect cashout or deposit to Deferred Comp account at the end of fiscal year if unused. (effective 7/1/01 Eagles, 7/1/00 Fire Management)</p> <p>Prorated payoff for separating or retiring employees.</p> <p>Permanent part-time employees not eligible.</p> <p>Police Management: Not eligible for deposit to Deferred Comp.</p>

MILEAGE REIMBURSE- MENT	36¢/mile (effective 1/1/03)	36¢/mile (effective 1/1/03)	36¢/mile (effective 1/1/03)	36¢/mile (effective 1/1/03)	36¢/mile (effective 1/1/03)	36¢/mile (effective 1/1/03)
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<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
MEDICAL TRUST FUND (Retirees)	Sick leave balances determined by sick leave payoff formula at time of retirement to be deposited into a trust fund for health expenses (effective 7/03). See also "sick leave payoff."	Sick leave balances determined by sick leave payoff formula at time of retirement to be deposited into a trust fund for health expenses (effective 7/02). See also "sick leave payoff."	N/A	N/A	N/A Hazardous Materials Specialists and AOES Coordinator to be added to the Medical Trust Fund—to be implemented fall 2003.	N/A <u>Fire Managers</u> Sick leave balances determined by sick leave payoff formula at time of retirement to be deposited into a trust fund for health expenses—to be implemented fall 2003. See also "sick leave payoff."
PERSONAL LEAVE	1 shift day personal leave/calendar year. Reduces sick leave by number of hours used. 10 hours/calendar year for 12.5-hour shift. Does <u>not</u> carry over from year to year if personal leave day is not used in the calendar year.	N/A (effective 6/28/98)	1 day personal leave/calendar year. Reduces sick leave by number of hours used. Prorated for permanent part-time employees.	1 day personal leave/calendar year. Reduces sick leave by number of hours used. Prorated for permanent part-time employees.	1 day personal leave/calendar year. Reduces sick leave by number of hours used. Prorated for permanent part-time employees. Hazardous Materials Specialists and AOES <u>not</u> eligible (traded for floating holiday 6/29/99)	1 day personal leave/calendar year. Reduces sick leave by number of hours used. Prorated for permanent part-time employees. Fire management <u>not</u> eligible (traded for floating holiday 6/29/99). (Police Managers, Police Chief and Fire Chief eligible.)

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS)	<p>Sworn: 3.0% at 50⁽³⁾. Effective 1/99, the employee pays total 9.0% employee PERS contribution.</p> <p>Effective 7/03, City PERS rates are 19.73%.</p> <p>Sick leave and military credits.</p> <p>Retirement payout based on single highest year.</p>	<p>3.0% at 50⁽⁴⁾. Effective 9/97, employee pays total 9.0% employee PERS contribution.</p> <p>Effective 7/03, City PERS rates are 19.73%.</p> <p>Sick leave and military credits.</p> <p>Retirement payout based on single highest year.</p> <p>3.0% at 50 includes Hazardous Materials Specialist and Fire Marshal.</p>	<p>2.0% at 55. Effective 6/28/98, employee pays 7.0% PERS contribution, and salary increased 7.0%.</p> <p>Effective 7/03, City PERS rates are 2.531%.</p> <p>Sick leave and military credits.</p> <p>Retirement payout based on single highest year.</p>	<p>2.0% at 55. Effective 6/28/98, employee pays 7.0% PERS contribution, and salary increased 7.0%.</p> <p>Effective 7/03, City PERS rates are 2.531%.</p> <p>Sick leave and military credits.</p> <p>Retirement payout based on single highest year.</p>	<p>2% at 55. Effective 7/98, employee pays total 7.0% contribution (except Council).</p> <p>Effective 7/03, City PERS rates are 2.531%.</p> <p>Salary increased 3.5% effective 6/29/97 and 3.5% effective 6/28/98 to offset. 50.0%-75.0% coverage for permanent part- time employees. Sick leave and military credits. Retirement payout based on single highest year.</p>	<p>2.0% at 55. Effective 6/24/01, City pays 6.463% of monthly salary. Effective 7/98, employee pays total 7.0% contribution.</p> <p>Effective 7/03, City PERS rates are 2.531%.</p> <p>Salary increased 3.5% effective 6/29/97 and 3.5% effective 6/28/98 to offset. 50.0%-75.0% coverage for permanent part- time employees. Sick leave and military credits. Retirement payout based on single highest year.</p>

⁽³⁾If PERS employer rate exceeds 16.268% effective 7/1/03, employee agrees to pay 50.0% of increase over 16.268% by increasing the employee paid deduction in year 4 (2004-05), 5 (2005-06) and 6 (2006-07). If the PERS rate decreases to less than 16.268%, the employee contribution will revert back to 9.0%.

⁽⁴⁾If PERS employer rate exceeds 16.268% effective 7/1/2003 or later, employees agree to pay 50.0% of increase with a decrease to COLA for Fiscal Years 2003-04 to 2005-06.

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS) (continued)	<p><u>Nonsworn:</u> 2.0% at 55.</p> <p>Effective 4/2/00, employee pays total 7.0% employee PERS contribution.</p>				<p><u>Council:</u> May elect to participate. City will pay 7.0% employee contribution. Must be either a contributing member of PERS, or Social Security (6.2%) or a Section 457 plan.</p>	<p><u>Police Management:</u> 3.0% at 50 effective 7/8/01⁽³⁾. Effective 6/28/98, employee pays total 9.0% employee PERS contribution. City pays 16.268%.</p> <p>Effective 7/03, City pays 19.73%.</p> <p><u>Fire Management:</u> 3% at 50 effective 7/8/01⁽⁴⁾. Effective 9/97, employee pays total employee 9.0% PERS contribution.</p> <p>Effective 7/03, City pays 19.73%.</p>

⁽³⁾If PERS employer rate exceeds 16.268% effective 7/1/03, employee agrees to pay 50.0% of increase over 16.268% by increasing the employee paid deduction in year 4 (2004-05), 5 (2005-06) and 6 (2006-07). If the PERS rate decreases to less than 16.268%, the employee contribution will revert back to 9.0%.

⁽⁴⁾If PERS employer rate exceeds 16.268% effective 7/1/2003 or later, employees agree to pay 50.0% of increase with a decrease to COLA for Fiscal Years 2003-04 to 2005-06.

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
RETIREE HEALTH PLAN	<p><u>Sworn:</u> Employees must have a PERS retirement with the City to be eligible.</p> <p><u>Vesting</u> Employees must have 15 years of service with the City as a permanent employee.</p> <p>The vesting period is waived for employees with a work-related disability retirement.</p> <p><u>City Contribution</u> City pays full premium for employees retired prior to 7/1/92. For employees retiring on or after 7/1/92, City pays 85.0% of the retiree premium.</p>	<p>Employees must have a PERS retirement with the City to be eligible.</p> <p><u>Vesting</u> Employees hired prior to 7/1/89 must have 10 years of service with the City. Employees hired on or after 7/1/89 must have 15 years of service with the City.</p> <p>The vesting period is waived for employees with a work-related disability retirement.</p> <p><u>City Contribution</u> City pays full premium for retiring employee.</p> <p><u>Employee Contribution</u> Employee must pay for any dependents.</p>	<p>Employees must have a PERS retirement with the City to be eligible.</p> <p><u>Vesting</u> Employees hired prior to 9/1/89 must have 5 years of continuous service with the City. Employees hired on or after 9/1/89 must have 15 years of continuous service with the City.</p> <p>Effective 8/1/03, vesting period is waived for employees with a work-related disability retirement.</p> <p><u>City Contribution</u> City pays 100% of the employee-only premium.</p> <p><u>Employee Contribution</u> Employee must pay for any dependents.</p>	<p>Employees must have a PERS retirement with the City to be eligible.</p> <p><u>Vesting</u> Employees hired prior to 9/1/89 must have 5 years of continuous service with the City. Employees hired on or after 9/1/89 must have 15 years of continuous service with the City.</p> <p>Effective 8/1/03, vesting period is waived for employees with a work-related disability retirement.</p> <p><u>City Contribution</u> City pays 100% for employees retired prior to 3/1/93.</p> <p>City pays 85% for employees retired 3/1/93 through 6/27/98.</p>	<p>Employees must have a PERS retirement with the City to be eligible.</p> <p><u>Vesting and Contributions</u> Employees hired prior to 8/1/89 and retired prior to 3/1/93 were required to have 5 years of service and the City paid 100%.</p> <p>Employees hired prior to 8/1/89 and retired on or after 3/1/93 are grandfathered for vesting and must contribute 15.0%.</p> <p>Employees hired after 8/1/89 and retired prior to 1/1/97 were required to have 15 years of service and contribute 15.0%.</p>	<p>Employees must have a PERS retirement with the City to be eligible.</p> <p><u>Vesting and Contributions</u> Employees hired prior to 8/1/89 and retired prior to 3/1/93 were required to have 5 years of service and the City paid 100%.</p> <p>Employees hired prior to 8/1/89 and retired on or after 3/1/93 are grandfathered for vesting and must contribute 15.0%.</p> <p>Employees hired after 8/1/89 and retired prior to 1/1/97 were required to have 15 years of service and contribute 15.0%.</p>

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
RETIREE HEALTH PLAN (continued)	<u>Employee Contribution</u> Employee must pay for any dependents. POA pays a portion of premium for spouse of retiree.	<u>Future:</u> City pays 85.0% for employees retired after 7/1/05 (dependent on medical trust fund set up).		City pays 100% of HMO single rate and 85.0% of non-HMO single rate for employees retiring after 6/27/98. <u>Employee Contribution</u> Employee must pay for dependents.	Employees retiring on or after 1/1/97 pay: 50.0% 5<10 years, 35.0% 10<15 years, 15.0%>15 years of service of single coverage. Effective 8/1/03, the vesting period is waived for employees with a work-related disability retirement. Employee must pay for any dependents. Includes: Hazardous Materials Specialists and AOES Coordinator.	Employees retiring on or after 1/1/97 pay the following percent of single coverage: 50.0% 5<10 years of service, 35.0% 10<15 years of service, 15.0%>15 years of service. Effective 8/1/03, the vesting period is waived for employees with a work-related disability retirement. Employee must pay for any dependents. Includes the following: Police Lieutenant, Police Captain, Police Chief, Battalion Chief, Fire Chief and Fire Marshal.

<u>BENEFITS</u>	POLICE <u>(SAFETY)</u>	FIRE <u>(SAFETY)</u>	SEIU, <u>MAINTENANCE</u>	SEIU, CLERICAL AND <u>TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
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<p>RETIREE HEALTH PLAN (continued)</p>	<p><u>Nonsworn:</u> Employees must have a PERS retirement with the City to be eligible.</p> <p><u>Vesting</u> Employees must have 5 years of service if hired prior to 7/1/90 and 15 years of service if hired on or after 7/1/90.</p> <p>For members who disability retire due to job-related injury, the vesting period is waived.</p> <p>POA <u>does not</u> pay premium for retiree's spouse.</p> <p><u>City Contribution</u> For employees retiring on or after 7/1/92, the City will pay 85.0% of the retiree premium.</p> <p><u>Employee Contribution</u> Employee must pay for any dependents.</p>					
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<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
SICK LEAVE INCENTIVE	<p><u>Sworn:</u> 6 hours of vacation for each quarter of attendance when sick leave was not used (effective first calendar quarter of 2003).</p> <p>Future: Increase to 8 hours (effective 1/05)</p> <p><u>Nonsworn:</u> 6 hours of vacation for each quarter of attendance when sick leave was not used (effective first calendar quarter of 2002).</p> <p>Increase to 8 hours (effective 1/04)</p>	56-hour fire represented personnel receive 8 hours of pay at their hourly rate for no sick leave taken within payroll quarter. Fire Prevention personnel (40-hour) receive 6 hours of vacation.	6 hours vacation if no sick leave taken within the payroll quarter. 50.0%-75.0% for permanent part-time employees. (effective 6/28/98)	6 hours vacation if no sick leave taken within the payroll quarter. 50.0%-75.0% for permanent part-time employees. (effective 6/28/98)	8 hours vacation if no sick leave taken within the payroll quarter (effective 7/1/00). 50.0%-75.0% for permanent part-time employees.	8 hours vacation if no sick leave taken within the payroll quarter (effective 7/1/00). 50.0%-75.0% for permanent part-time employees.
			Effective 6/22/03, 8 hours vacation per payroll quarter if no sick leave taken.	Effective 6/22/03, 8 hours vacation per payroll quarter if no sick leave taken.	Hazardous Materials Specialists and AOES included.	Includes shift and nonshift BCs (effective 7/1/95).

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>																																																																								
SICK LEAVE PAYOFF	<p><u>POA and NPOA:</u> Upon layoff, regular PERS retirement or disability retirement, employees are eligible for payment of unused sick leave, limited to an accumulation of 1,000 hours (effective 7/95), max 900 hours (90.0% of 1,000) in accordance with the following schedule:</p> <table><tr><th>Yrs of Continuous Service</th><th>%</th></tr><tr><td>0<10</td><td>0</td></tr><tr><td>10⁽¹⁾<15</td><td>20</td></tr><tr><td>15⁽¹⁾<20</td><td>35</td></tr><tr><td>20⁽¹⁾<25</td><td>55</td></tr><tr><td>25⁽¹⁾+</td><td>90</td></tr></table>	Yrs of Continuous Service	%	0<10	0	10 ⁽¹⁾ <15	20	15 ⁽¹⁾ <20	35	20 ⁽¹⁾ <25	55	25 ⁽¹⁾ +	90	<p>Upon layoff, regular PERS retirement or retirement disability, employees are eligible for payment of unused sick leave, limited to an allowance of 1,440 hours, max 1,152 hours (80.0% of 1,440) for shift positions and 960, max 768 hours (80.0% of 960), for 40-hour employees in accordance with the following schedule:</p> <table><tr><th>Yrs of Continuous Service</th><th>%</th></tr><tr><td>0<10</td><td>0</td></tr><tr><td>10⁽¹⁾<15</td><td>20</td></tr><tr><td>15⁽¹⁾<20</td><td>35</td></tr><tr><td>20⁽¹⁾<25</td><td>55</td></tr><tr><td>25⁽¹⁾+</td><td>80</td></tr></table>	Yrs of Continuous Service	%	0<10	0	10 ⁽¹⁾ <15	20	15 ⁽¹⁾ <20	35	20 ⁽¹⁾ <25	55	25 ⁽¹⁾ +	80	<p>Upon layoff, regular PERS retirement or retirement disability, employees are eligible for payment of unused sick leave, limited to an accumulation of 960 hours, max 768 hours (80.0% of 960) in accordance with the following schedule:</p> <table><tr><th>Yrs of Continuous Service</th><th>%</th></tr><tr><td>0<10</td><td>0</td></tr><tr><td>10⁽¹⁾<15</td><td>20</td></tr><tr><td>15⁽¹⁾<20</td><td>35</td></tr><tr><td>20⁽¹⁾<25</td><td>55</td></tr><tr><td>25⁽¹⁾+</td><td>80</td></tr></table>	Yrs of Continuous Service	%	0<10	0	10 ⁽¹⁾ <15	20	15 ⁽¹⁾ <20	35	20 ⁽¹⁾ <25	55	25 ⁽¹⁾ +	80	<p>Upon layoff, regular PERS retirement or retirement disability, employees are eligible for payment of unused sick leave, limited to an accumulation of 960 hours max 768 hours (80.0% of 960) in accordance with the following schedule:</p> <table><tr><th>Yrs of Continuous Service</th><th>%</th></tr><tr><td>0<10</td><td>0</td></tr><tr><td>10⁽¹⁾<15</td><td>20</td></tr><tr><td>15⁽¹⁾<20</td><td>35</td></tr><tr><td>20⁽¹⁾<25</td><td>55</td></tr><tr><td>25⁽¹⁾+</td><td>80</td></tr></table>	Yrs of Continuous Service	%	0<10	0	10 ⁽¹⁾ <15	20	15 ⁽¹⁾ <20	35	20 ⁽¹⁾ <25	55	25 ⁽¹⁾ +	80	<p>Upon layoff, regular PERS retirement or retirement disability, employees are eligible for payment of unused sick leave, limited to an accumulation of 960 hours max 768 hours (80.0% of 960) in accordance with the following schedule:</p> <table><tr><th>Yrs of Continuous Service</th><th>%</th></tr><tr><td>0<10</td><td>0</td></tr><tr><td>10⁽¹⁾<15</td><td>20</td></tr><tr><td>15⁽¹⁾<20</td><td>35</td></tr><tr><td>20⁽¹⁾<25</td><td>55</td></tr><tr><td>25+</td><td>80</td></tr></table> <p><u>Hazardous Materials Specialists and AOES</u>—Same as above.</p>	Yrs of Continuous Service	%	0<10	0	10 ⁽¹⁾ <15	20	15 ⁽¹⁾ <20	35	20 ⁽¹⁾ <25	55	25+	80	<p>Upon layoff, regular PERS retirement or retirement disability, employees are eligible for payment of unused sick leave, limited to an accumulation of 960 hours max 768 hours (80.0% of 960) in accordance with the following schedule:</p> <table><tr><th>Yrs of Continuous Service</th><th>%</th></tr><tr><td>0<10</td><td>0</td></tr><tr><td>10⁽¹⁾<15</td><td>20</td></tr><tr><td>15⁽¹⁾<20</td><td>35</td></tr><tr><td>20⁽¹⁾<25</td><td>55</td></tr><tr><td>25+</td><td>80</td></tr></table>	Yrs of Continuous Service	%	0<10	0	10 ⁽¹⁾ <15	20	15 ⁽¹⁾ <20	35	20 ⁽¹⁾ <25	55	25+	80
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⁽¹⁾ Beginning of year of service.

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
SICK LEAVE PAYOFF (continued)	<p>Sick leave payoff for retirement purposes is put into ICMA Medical Trust Fund.</p> <p>Balance of sick leave reported to PERS for additional service credit.</p>	<p>Sick leave payoff for retirement purposes is put into ICMA Medical Trust Fund.</p> <p>Balance of sick leave reported to PERS for additional service credit.</p>	Balance of sick leave reported to PERS for additional service credit.	Balance of sick leave reported to PERS for additional service credit.	<p><u>Fire Professionals</u> Sick leave payoff for retirement purposes will be put into ICMA Medical Trust Fund (applies to Fire Professionals to be effective fall 2003—AOES Coordinator and Hazardous Materials Specialists).</p> <p>Balance of sick leave reported to PERS for additional service credit.</p>	<p><u>Fire Management 40 Hours:</u> Same as above.</p> <p>Sick leave payoff for retirement purposes will be put into ICMA Medical Trust Fund (applies to Fire Management Shift and 40-hour; also includes Fire Marshal. BCs to be effective fall 2003.</p> <p><u>Shift and BCs:</u> Eligible for 80.0% of 1,440 (max 1,152 hours per above years of service).</p> <p><u>Police Management:</u> Employees are eligible for a payment for unused sick leave, limited to an accumulation of 90.0% of 1,000 hours (effective 7/95).</p>

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
SICK LEAVE PAYOFF (continued)						Balance of sick leave reported to PERS for additional service credit.
SOCIAL SECURITY REPLACEMENT	<u>Nonsworn:</u> City pays a max. of \$280.54/year. Permanent part-time employees not eligible.	N/A	City pays a max. of \$280.54/year. Permanent part-time employees not eligible.	City pays a max. of \$280.54/year. Permanent part-time employees not eligible.	City pays a max. of \$280.54/year. Permanent part-time employees not eligible. Includes City Council. Does not apply to AOES Coordinator and Hazardous Materials Specialist.	City pays a max. of \$280.54/year. Permanent part-time employees not eligible. Does not apply to Police and Fire management employees.

<u>BENEFITS</u>	POLICE <u>(SAFETY)</u>	FIRE <u>(SAFETY)</u>	SEIU, <u>MAINTENANCE</u>	SEIU, CLERICAL AND <u>TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
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SPECIALTY PAY ASSIGNMENTS:						
Administrative Units	Increase to \$150/month (effective 7/02)	N/A	N/A	N/A	N/A	N/A
Bilingual Pay	<u>Sworn:</u> \$100/month (effective 6/24/00) <u>Nonsworn:</u> \$100/month (effective 6/25/00)	\$100/month (effective 4/15/01)	\$40/month (effective 7/00) \$50/month (effective 7/1/01)	\$40/month (effective 7/00) \$50/month (effective 7/1/01)	N/A	N/A
Canine Officer	<u>Sworn:</u> 5.0% of base salary	N/A	N/A	N/A	N/A	N/A
Crime Suppression	\$150/month (effective 7/02)					
Duty Program	N/A	N/A	Standby: \$45/night \$75/weekend Overtime for calls as defined in Appendix C of the MOU.	N/A	N/A	N/A
Emergency Strike Team Pay	N/A	1 ½ overtime rate. (effective 7/1/01)	N/A	N/A	N/A	Applies to BCs at normal rate of pay for days assigned to strike teams on off-duty days.

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
SPECIALTY PAY ASSIGNMENTS: (continued)						
Field Training: Officer	<u>Sworn:</u> 7.5% of hourly rate (effective 4/00)	N/A	N/A	N/A	N/A	N/A
	<u>Nonsworn:</u> 7.5% of hourly rate (effective 6/16/01)	N/A	N/A	N/A	N/A	
Coordinator	<u>Sworn:</u> 7.5% of biweekly salary (effective 4/2000)	N/A	N/A	N/A	N/A	N/A
CSO/Records	<u>Nonsworn:</u> 7.5% of hourly rate for hours worked (effective 6/16/01)	N/A	N/A	N/A	N/A	N/A
Investigative Services	\$150/month (effective 7/02)	N/A	N/A	N/A	N/A	N/A
Motorcycle Officer	<u>Sworn:</u> 5.0% of biweekly salary (includes Traffic Sergeant when riding motorcycle)	N/A	N/A	N/A	N/A	N/A
Special Operations	\$150/month (effective 7/02)	N/A	N/A	N/A	N/A	N/A

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
TUITION REIMBURSE- MENT	<p><u>Sworn and Nonsworn:</u> Effective 7/1/02, amount is \$1,500 with restrictions as follows.</p> <p>The amount in excess of \$600 must be used toward a specific job-related degree or job-related courses.</p>	\$1,000/fiscal year (effective 4/15/01), according to City administrative policy.	<p>\$750/fiscal year, Article 17 of MOU (effective 6/29/98), according to City administrative policy.</p> <p>Prorated for permanent part-time employees (depending upon their budgeted position).</p>	<p>\$750/fiscal year, Article 17 of MOU (effective 6/29/98), according to City administrative policy.</p> <p>Prorated for permanent part-time employees (depending upon their budgeted position).</p>	<p>\$1,000/fiscal year. (effective 7/1/99)</p> <p>Note: Any amount in excess of \$750 must apply to regular college-level courses directly related to one's job or toward an undergraduate or graduate degree relating to one's job.</p> <p>Includes Hazardous Materials Specialist and AOES Coordinator.</p> <p>Prorated for permanent part-time employees.</p>	<p>\$1,000/fiscal year. (effective 7/1/99)</p> <p>Note: Any amount in excess of \$750 must apply to regular college-level courses directly related to one's job or toward an undergraduate or graduate degree relating to one's job.</p> <p>Includes Police and Fire management.</p> <p>Prorated for permanent part-time employees.</p>

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
UNIFORM ALLOWANCE TOOL ALLOWANCE	<p><u>Sworn:</u> Uniforms are provided. Cleaning allowance converted to salary (\$17.25 per pay period) effective 4/2/00.</p> <p><u>Nonsworn:</u> Uniforms are provided. Cleaning allowance converted to salary effective 4/2/00 (\$14.95 per pay period for Records Specialists and Lead Police Records Specialist) (\$17.95 per pay period for Community Services Officer).</p>	<p>Uniforms are provided, replaced and cleaned by the City when needed. (Est. cost of purchasing/cleaning/maintenance: \$27/mo.)</p> <p>\$4.00 biweekly allowance for purchase of T-shirts, sweats, hats, etc. (effective 8/28/94)</p>	<p>Certain articles of clothing are provided and cleaned as necessary. Employees receive \$300 annually for the purchase, cleaning and maintenance of pants and jackets. Prorated for permanent part-time employees and new employees.</p> <p>\$175 annually for safety shoes (prior to 7/2/00 this was a reimbursement). Not prorated for permanent part-time employees or new employees.</p> <p>\$1,000/year maximum reimbursement for tools, paid by AP (mechanics). (effective 7/1/01)</p>	<p>Safety shoes provided for Public Works and Building Inspectors only, as necessary.</p>	<p>Not applicable except as follows: Hazardous Materials Specialists and AOES uniforms are provided, replaced and cleaned by City when needed.</p>	<p>Not applicable except as follows: Police Management (including Chief) receive \$450/year cleaning allowance. Fire Management uniforms are provided, cleaned and replaced as needed. (Est. cost: \$27/mo.)</p>

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
VACATION ACCRUAL CAPS						
0-5 years	<u>12 eight-hour days;</u> Cap = 240 hours	<u>0-5 years:</u> 6 shifts; Cap = 480 hours	<u>12 eight-hour days;</u> Cap = 240 hours	<u>12 eight-hour days;</u> Cap = 240 hours	<u>12 eight-hour days;</u> Cap = 240 hours	<u>12 eight-hour days;</u> Cap = 240 hours
6-9 years	<u>17 eight-hour days;</u> Cap = 320 hours	<u>6-15 years:</u> 9 shifts; Cap = 580 hours	<u>17 eight-hour days;</u> Cap = 320 hours	<u>17 eight-hour days;</u> Cap = 320 hours	<u>17 eight-hour days;</u> Cap = 320 hours	<u>17 eight-hour days;</u> Cap = 320 hours
10-15 years	<u>22 eight-hour days;</u> Cap = 400 hours	<u>16+ years:</u> 11 shifts; Cap = 680 hours	<u>22 eight-hour days;</u> Cap = 400 hours	<u>22 eight-hour days;</u> Cap = 400 hours	<u>22 eight-hour days;</u> Cap = 400 hours	<u>22 eight-hour days;</u> Cap = 400 hours
16+ years	One additional eight-hour day per year up to 25 days annually. Cap = 480 hours Employees will be paid for accrued vacation upon separation of employment. <u>Sworn:</u> Payoff of vacation leave based on base pay, plus career inventive pay, plus specialty pay, plus holiday in-lieu. <u>Nonsworn:</u> Payoff of vacation leave based on base pay.	<u>40-Hr. Employees:</u> <u>0-5 years:</u> 12 eight- hour days; Cap = 240 hours <u>6-9 years:</u> 17 eight- hour days; Cap = 320 hours <u>10-15 yrs:</u> 22 eight- hour days; Cap = 400 hours <u>16+ years:</u> One additional day to max. of 25 days; Cap = 480 hours Employees will be paid for accrued vacation upon separation of employment.	One additional eight-hour day per year up to 25 days annually. Cap = 480 hours Employees will be paid for accrued vacation upon separation of employment. Permanent part- time employees vacation accrual caps compiled on a prorated basis.	One additional eight-hour day per year up to 25 days annually. Cap = 480 hours Employees will be paid for accrued vacation upon separation of employment. Permanent part- time employees vacation accrual caps compiled on a prorated basis.	One additional eight-hour day per year up to 25 days annually. Cap = 480 hours <u>Includes</u> <u>Hazardous</u> <u>Materials</u> <u>Specialists and</u> <u>AOES</u> Employees will be paid for accrued vacation upon separation of employment. Permanent part- time employees vacation accrual caps compiled on a prorated basis.	One additional eight-hour day per year up to 25 days annually. Cap = 480 hours (Effective 6/21/92) <u>Department heads</u> <u>and Council</u> <u>Appointees</u> Cap = 480 hours regardless of years of service

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
VACATION ACCRUAL CAPS (continued)						<u>Battalion Chiefs (shift):</u> <u>0-5 years:</u> 6.4 shifts; Cap = 385 hours <u>6-9 years:</u> 9.4 shifts; Cap = 530 hours <u>10-15 years:</u> 11.4 shifts; Cap = 620 hours <u>16+ years:</u> .5 shifts per year up to 12.9 shifts; Cap = 745 hours (effective 6/21/92) <u>Nonshift Battalion Chief:</u> Same as other management.

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
VACATION CASHOUT	Vacation cashout of up to 40 hours per year. (effective 1/1/2000)	Vacation cashout once per year. <u>Suppression:</u> Max = 120 hours (effective 6/28/98). <u>Prevention: TO, FPO, DFM</u> = 60 hours max. Can elect to defer payout to Deferred Comp account. (effective 6/28/98)	Vacation cashout max = 40 hours. (effective 6/28/98)	Vacation cashout max = 40 hours. (effective 6/28/98)	Vacation cashout once per year. Max = 60 hours. (effective 7/1/01) Prorated for permanent part- time employees. Employee must have a minimum balance of 80 hours as of December and have taken a minimum of 10 days vacation in the prior 12 months. Can elect payout to Deferred Comp. account. (effective 7/1/00) <u>Hazardous Materials Specialists and AOES:</u> 60 hours max. Can elect to defer payout to Deferred Comp account. (effective 7/1/99)	Unrepresented Management: Vacation cashout once per year. Max = 60 hours. (effective 7/01) Prorated for permanent part- time employees. Employee must have a minimum balance of 80 hours as of December and have taken a minimum of 10 days vacation in the prior 12 months. Can deposit payout to Deferred Comp. account. (effective 7/1/00)

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
VACATION CASHOUT (continued)						<p>Police <u>Management:</u> Vacation cashout once per year. Max = 60 hours. (effective 7/1/01) Employee must have a minimum of 80 hours accrued as of December of each year and must have taken a minimum of 80 hours of vacation in prior 12 months.</p> <p>Prorated for permanent part-time employees.</p> <p><u>Fire Management:</u> 60 hours max for 40-hour fire managers (effective 7/1/99).</p> <p><u>Shift BC:</u> 120 hour max.</p> <p>Can elect to defer payout to deferred comp account. Does not apply to Fire Chief.</p>

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
VACATION CONVERSION (ASSOCIATION/ UNION ACTIVITIES)	Convert up to 4 vacation hours from each repre- sented (Sworn, Nonsworn) member's leave into a fund to pay costs for union activities.	Convert 12 vaca- tion hours to cash to be held by the City to pay OT related to union activities (4 hours for Prevention Bureau employees).	N/A	N/A	N/A	N/A
VEHICLE ALLOWANCE	N/A	N/A	N/A	N/A	N/A	City Manager receives \$350/mo. (by contract). City Attorney receives \$300/mo. (by contract). Depart- ment heads (excluding Police Chief and Fire Chief) receive \$374.40/mo. (effec- tive 1/1/03) for use of their own car. Rate tied to IRS mileage reimbursement rate increase by same percentage. Also includes: City Clerk and Assistant City Manager.

<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
VEHICLE ALLOWANCE (continued)						Police Chief and Fire Chief are provided with a vehicle in lieu of vehicle allowance. (Police Captains are allowed to drive their assigned vehicles to and from work.)

WORKERS' COMPENSATION	<p><u>Sworn</u>: One full year salary continuation, Labor Code 4850. May end sooner if the employee becomes permanent and stationary or is able to return to full duty. Then receives temporary disability payments, \$490 maximum/week until able to return to work or permanent and stationary.</p> <p>For injury occurred after 1/1/03, \$602 maximum/week until able to return to work or permanent and stationary.</p>	<p>One full year salary continuation, Labor Code 4850. May end sooner if the employee becomes permanent and stationary or is able to return to full duty. Then temporary disability payments, \$490 maximum/week until able to return to work or permanent and stationary.</p> <p>For injury occurred after 1/1/03, \$602 maximum/week until able to return to work or permanent and stationary.</p>	<p>60 days salary continuation. \$602 maximum/week thereafter until able to return to work or deemed permanent and stationary.</p> <p>\$490 maximum/week until able to return to work or permanent and stationary.</p> <p>For injury occurred after 1/1/03, \$602 maximum/week until able to return to work or permanent and stationary.</p>	<p>60 days salary continuation. \$602 maximum/week thereafter until able to return to work or deemed permanent and stationary.</p> <p>\$490 maximum/week until able to return to work or permanent and stationary.</p> <p>For injury occurred after 1/1/03, \$602 maximum/week until able to return to work or permanent and stationary.</p>	<p>60 days salary continuation. \$602 maximum/week thereafter until able to return to work or deemed permanent and stationary.</p> <p>\$490 maximum/week until able to return to work or permanent and stationary.</p> <p>For injury occurred after 1/1/03, \$602 maximum/week until able to return to work or permanent and stationary.</p>	<p>60 days salary continuation. \$602 maximum/week thereafter until able to return to work or deemed permanent and stationary.</p> <p>\$490 maximum/week until able to return to work or permanent and stationary.</p> <p>For injury occurred after 1/1/03, \$602 maximum/week until able to return to work or permanent and stationary.</p>
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<u>BENEFITS</u>	<u>POLICE (SAFETY)</u>	<u>FIRE (SAFETY)</u>	<u>SEIU, MAINTENANCE</u>	<u>SEIU, CLERICAL AND TECHNICAL</u>	<u>MISC.</u>	<u>MANAGEMENT</u>
WORKERS' COMPENSATION (continued)	For injury occurred after 1/1/04, \$728 maximum/ week until able to return to work or permanent and stationary. <u>Nonsworn</u> : Full year salary continuation does not apply.	For injury occurred after 1/1/04, \$728 maximum/ week until able to return to work or permanent and stationary. Includes Hazardous Materials Specialist and AOES Coordinator.	For injury occurred after 1/1/04, \$728 maximum/ week until able to return to work or permanent and stationary.	For injury occurred after 1/1/04, \$728 maximum/ week until able to return to work or permanent and stationary.	For injury occurred after 1/1/04, \$728 maximum/ week until able to return to work or permanent and stationary.	For injury occurred after 1/1/04, \$728 maximum/ week until able to return to work or permanent and stationary.

* Upon employment, City provides one field jacket, two pants, two long-sleeved shirts, two short-sleeved shirts and a \$450 a year cleaning allowance thereafter.

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